

NEWSLETTER

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"Better Schools for Maine Students"

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President's Message

Dear Colleagues,

I hope this newsletter finds you well and gearing up for all of your end of the year activities. As I complete my 30th year as an administrator in MSAD 44 and reflect on the past, I am constantly reminded of how much has changed in the field of education during that time. The implementation of state issued report cards, the required transition to standards based graduation requirements, a struggling economy and many other factors all contribute to making the daily lives of today's school leaders more challenging than ever before.

Still, I am also reminded that not many professions have the chance to welcome new students to Kindergarten Orientation sessions, watch them build confidence throughout their elementary years, nervously make their transition into middle school, witness their growth and accomplishments as they take on so many new personal, academic and athletic challenges as high school students and then begin to consider the course they will chart after we shake their hand and pass them that all important diploma on a beautiful evening in June.

Throughout those many years together, we have the chance to form special connections and relationships with these students and their families. For some of us who have been fortunate enough to spend an entire career in the same district that cycle sometimes begins again years later when we welcome our former students back as new Kindergarten parents.

There are many different professions in this world but I suspect there are very few that have the capacity to touch generations of communities in the ways that we can. For me, that seems to make all of the challenges we face well worth the time and effort we expend!

I hope to see you all at the Commissioner's Conference in June.

Best wishes,

Dave Murphy, Ed.D., MSSA President

First Call Service

"First Call" is a service that the Maine School Superintendents Association offers its members.

If a member feels that his/her contract or future employment may be jeopardized by the possible action of the school board, he/she may call the MSSA Executive Director and/or the Chair of the MSSA Ethics Committee and relate the circumstances.

The Chair of the MSSA Ethics Committee, in consultation with the Executive Director, is authorized to approve the "First Call" to the Association's legal counsel. The purpose of this call is to determine whether or not the member needs to seek additional legal counsel.

There is no financial expense to the member for this "First Call" service.

For more information, please contact Bob Hasson, MSSA Executive Director at: (800) 660-8484 or via email: rhasson@msmaweb.com.

Maria Fox

Maria is an employment lawyer, mediator and independent investigator of workplace issues at MittelAsen LLC in Portland, Maine. With over 15 years of experience, she represents and advises employees and employers regarding matters such as disability accommodation, sexual harassment, discrimination, retaliation, termination, whistle blowing, employment contracts, as well as non-competition and severance agreements. She regularly handles matters at the Maine Human Rights Commission and other administrative agencies, and she is admitted to practice in Maine's State and Federal Courts. She earned her Juris Doctor in 1997 from Northeastern University School of Law, in Boston, Massachusetts, and graduated *cum laude* with a Bachelor of Arts in Public Policy at Hobart and William Smith Colleges in Geneva, New York in 1991.

Bob Mittel

Bob is a senior member of MittelAsen, LLC. Following two years of service in the Army during the late 1960's, he practiced with Pine Tree Legal Assistance until 1976, devoting the majority of his efforts to welfare and civil rights litigation in both state and federal courts. Since 1977, the majority of his work has been in the fields of intellectual property, compliance

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MSSA Mission Statement

The Maine School Superintendents Association (MSSA) is an organization that is committed to leadership:

- Leadership to provide equity, create opportunities for and promote the success of every student;
- Leadership to develop ethical, visionary and competent leaders by
 - Offering professional learning opportunities for leaders
 - Promoting community and legislative support for education
 - Providing member services

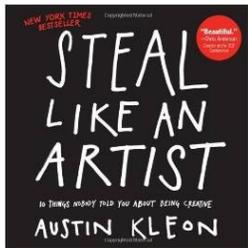
Thought for the Day...

Collaboration is not a 21st Century skill, it is a 21st Century essential.

~Andrew Churches, Curriculum Manager for Information and Communication Technology (ICT)

On Our Bookshelf...

[Steal Like an Artist: Creativity in the Age of Remix by Austin Kleon](#)



You don't need to be a genius, you just need to be yourself. That's the message from Austin Kleon, a young writer and artist who knows that creativity is everywhere, creativity is for everyone. A manifesto for the digital age, *Steal Like an*

Artist is a guide whose positive message, graphic look and illustrations, exercises, and examples will put readers directly in touch with their artistic side.

When Mr. Kleon was asked to address college students in upstate New York, he shaped his speech around the ten things he wished someone had told him when he was starting out. The talk went viral, and its author dug deeper into his own ideas to create *Steal Like an Artist*, the book. The result is inspiring, hip, original, practical, and entertaining. And filled with new truths about creativity: Nothing is original, so embrace influence, collect ideas, and remix and re-imagine to discover your own path. Follow your interests wherever they take you. Stay smart, stay out of debt, and risk being boring—the creative you will need to make room to be wild and daring in your imagination.

AASA National Superintendent of the Year

About the program

Now in its 28th year, the AASA National Superintendent of the Year Program pays tribute to the talent and vision of the men and women who lead our nation's public schools. This program is sponsored by Aramark, VALIC and AASA.

Eligibility

Any superintendent, chancellor or top leader of a school system in the United States who plans to continue in the profession may be nominated. This program is designed to recognize the outstanding leadership of active, front-line superintendents. It is not recognition of service at retirement or a program to reward current state or national leaders.

[Download 2015 AASA National Superintendent of the Year Program, Information and Procedures](#)

***Complete your nominations by August 1, 2014.**

Planned

Future MSSA Executive Committee Meetings

September 5	MSMA	9:00 AM
*October 22 (Business Meeting)	ACC	
November 7	MSMA	9:00 AM
December 12	MSMA	9:00 AM
March 6	MSMA	9:00 AM
April 3	MSMA	9:00 AM
May 15	MSMA	9:00 AM

* Monday, (TBD) Commissioner's Conference (TBD)

* October and June meetings will be held only if necessary.

“First Call”

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and defense work for debt collectors, and business and probate litigation. Bob has argued cases in a variety of state and federal courts at both the trial and appellate level in Maine and elsewhere. He participated in two cases before the United States Supreme Court. Bob also does occasional mediation. He has served as an expert witness in a number of attorney malpractice cases.

PROFESSIONAL DEVELOPMENT

State Consortium on Educator Effectiveness

On May 5, I and five other Maine educators attended the Council of Chief State School Officers' (CCSSO) State Consortium on Educator Effectiveness (SCEE) Conference in San Antonio, Texas. Mary Paine (Maine Effective Educator Coordinator), Robin Colby (Messalonskee High School teacher), Paul Hambleton (MEA), Jeanne Crocker (MPA), and Anita Bernhardt (MDOE) completed our team which included representation from 35 states.

SCEE engages cross-state action on key education work-force issues. Topics were “work-to-date” action by states to implement Effective Educator legislation and components of Race to the Top waiver applications by individual states.

The timing of the trip was significant. Shortly before we left the revised Chapter 180 was passed by the Legislature (via veto override). Discussion not only included review of work completed by other states, but also valuable team time to assist Mary and Anita in crafting thoughts, plans, and drafts of the Model Effective Educator system Maine’s DOE needs by July 2014. This was an important opportunity for representatives of MDOE, MSSA, MPA, and MEA to discuss the intent of the legislation, and how Maine is crafting the work in districts to purposefully meet the intent of Maine Statue 20-A Chapter 508.

I came away with greater appreciation for the manner in which Maine has chosen to approach this work. My view has always been teacher evaluation was about knowing clear targets (professional standards), supervision (providing feedback on the work of learning being done in the classroom - as formative assessment), then crafting a summary of the body of work by the teacher at the conclusion of the evaluation cycle (summative assessment) ... all with active engagement and investment by the teacher being evaluated. Chapter 180 – as enacted - both promotes and allows this to happen - and in many ways legislates it. It is good practice.

In contrast, we learned many states have developed state imposed, one-size- fits -all with value added measures (VAMs) systems that place much greater reliance on student growth and achievement. Many of these were based not on growth measures, but on achievement results that did not account for individual student differences.

While I value guidance from the Maine DOE on best ways to develop PEPG systems, I have come to appreciate the “local control” ability we have to create our own systems - based on common professional practice standards - best designed for our circumstances; in contrast to a one-size fits all, state imposed system. Maine, as a state, has promoted the “individuality” of our systems, an effort that goes a long way in maintaining the level of autonomy, as well as efficacy in designing a system that both works and makes sense for our districts.

The additional benefit of seeing members of Maine groups working together was not lost on me. This was clearly a collaborative effort and one I think is valuable to replicate... given the right topics and the right set of circumstances...in my opinion.

-Steve Bailey, Chair, MSSA Professional Development Committee

What’s Happening at the Commissioner’s Conference?

As you may know, Title 20-A states, “Annually, the commissioner shall hold a conference for the instruction of superintendents”. This has traditionally taken place at the end of June when, barring a difficult winter, superintendents can leave their district.

For the second consecutive year the conference will be held at Point Lookout Conference Center in Northport, Maine. There will be some changes this year. First, a change in the dates: Registration begins at 10:00 AM on Monday, June 23. The program will begin with a welcome from Commissioner Rier at noon, followed by programming. The MSSA Reception and Awards Banquet, where we have an opportunity to honor members of the association, will take place Monday evening beginning at 5 p.m.

Programming continues Tuesday, June 24th followed by a keynote dinner speech from Linda Schott, President of U Maine Presque Isle. We will hold the MSSA Business meeting Wednesday morning followed by additional programming and a close of our conference at noon on Wednesday.

Also for the second year, the Commissioner’s Conference will overlap with the Maine Principals Association(MPA) sponsored Summer Leadership Retreat. Concurrent sessions will occur on Tuesday afternoon and Wednesday morning when participants from either group can attend sessions they feel will most benefit their school or district. This is a great opportunity to participate in shared learning with members of your district or regional teams.

Steve Bailey, chair of the MSSA Professional Development Committee, along with Bob Hasson, MSSA Executive Director and Elaine Tomaszewski, MSMA Associate Executive Director, have been working with Commissioner Rier and his staff to plan program content responsive to the specific needs and requests of our members. Given the 2018 deadline for implementation of proficiency based diplomas, PBE will be the focus of the conference. Communications for genuine community engagement, proficiency-based education, policies, multiple pathways, and systems of support will frame the content of the sessions.

General and more specific break-out sessions have been designed to give you a range of learning opportunities to help you advance this important work in your district.

There is still time to register, using this link: [Commissioner's Conference](#).

Every attempt has been made to craft sessions that are useful to all attendees. In the words of our colleague Steve Bailey, “The location is great and the food very good – all made better by full attendance and collegial support from one another as we navigate through some very challenging and important times”.

We look forward to seeing you there!



Mark Your Calendar



- ⇒ **June 23-25** **Commissioner's Conference**
Point Lookout Resort, Northport, ME
[Commissioner's Conference](#)
- ⇒ **July 8-10** **AASA 2014 Legislative Advocacy Conference**
[Register Online](#) or [Download the registration form \(pdf\)](#)
- ⇒ **July 14-18** **Child Sexual Abuse Symposium for Educators**
Saint Joseph's College Online.sjcme.edu/edsymposium
- ⇒ **July 14-Aug 1** **NEH Summer Institute**
University of Wisconsin-La Crosse www.uwlax.edu/mvas/neh.htm
- ⇒ **August 1** **2015 AASA National Supt of the Year Nomination Deadline**
[Nomination Information & Procedures](#)
- ⇒ **September 9** ***Save the Date***
Training for Leadership
for School Board Chairs & Superintendents
Hampden Academy, Hampden ME, 5-8 p.m., dinner included
Facilitator: Ed Massey, Past President, NSBA
- ⇒ **September 10** ***Save the Date***
Training for Leadership
for School Board Chairs & Superintendents
South Portland, ME, 5-8 p.m., dinner included
Facilitator: Ed Massey, Past President, NSBA
- ⇒ **September 18** ***Save the Date***
MSMA School Security Conference *FREE*
Hampden Academy, Hampden, ME, 8 a.m.-12 p.m.
- ⇒ **September 19** ***Save the Date***
MSMA School Security Conference *FREE*
Westbrook Middle School, Westbrook, ME 8 a.m.-12 p.m.
- ⇒ **October 2-3** **AASA Women in School Leadership**
Rohnert Park, CA [Download the registration form \(pdf\)](#)
- ⇒ **October 22** **MSSA Annual Fall Meeting**
Augusta Civic Center
- ⇒ **October 23-24** **MSMA 41st Annual Fall Conference**
Augusta Civic Center

Professional Vacancies

School Unit	Date Available	Application Deadline	For More Information Contact
Part-time Superintendent Millinocket School Department Millinocket, Maine	July 1, 2014	Open	Applications available at: www.millinocketschools.org Mail to: Michael Jewers, S.B. Chair Millinocket School Department P.O. Box 30, Millinocket, ME 04462 or email to: kmichaud@emmm.org
Academic Dean Maine School of Science And Mathematics Limestone, Maine	When suitable candidate found	Open	Please email to mssm@mssm.org a letter of interest, resume and transcripts, as well as: a completed application for employment
Principal RSU #13 Oceanside High School East Rockland, Maine	When suitable candidate found	Open	Individuals interested should submit an Administrative Position Application and required documents to: Michael Wilhelm, Interim Superintendent RSU #13 28 Lincoln Street, Rockland ME 04841 email: employment@rsu13.org
Business Administrator Sanford School Department Sanford, Maine	July 1, 2014	Open	Individuals interested should access information at: www.schoolspring.com
Guidance Counselor MSAD #4 PCSS (Grades 7-12) Abbot, Cambridge, Guilford, Parkman, Sangerville & Wellington, Maine	When suitable candidate found	Open	Please visit www.sad4.org or call (207) 876-3444 to obtain an application. Mail to: Superintendent of Schools MSAD #4 25 Campus Drive, Drop #2 Guilford, ME 04443



If you have questions about any articles in this newsletter or suggestion for improving this publication, please let us know.

You can contact me, MSSA Executive Director Robert Hasson at rhasson@msmaweb.com.